ANNUAL

STATISTICAL REPORT

PUBLIC SCHOOL

CERTIFIED PERSONNEL

AND

EMPLOYEES IN

NONCERTIFIED

POSITIONS

1985–86

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BOISE, IDAHO

ANNUAL

STATISTICAL REPORT

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Printed February, 1986

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INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators, and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1985. Salary information for both certified and noncertified staff was supplied for the 1985-86 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this report statistics are reported for school districts grouped according to their student membership. This information was obtained from the enrollment reports submitted by school districts as of October 1, 1985. District membership is defined as the total student membership less the total student withdrawal as of the above date. The five membership groups are: districts with over 5,000 students, districts with 2,500 - 4,999 students, districts with 1,000 - 2,499 students, districts with 500 - 999 students, and districts with 1 - 499 students. See page 1 of this report for a list of the school districts within each enrollment size category.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPINGS -- Activities of certified employees are grouped into 22 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a districtwide educational program
4. Supervisor/Coordinator -- Supv./Coord. -- Educator with responsibility for teachers or courses in a specified subject or service area
5. Consultant/Specialist -- Cons./Spec. -- Educator employed and qualified to provide educational advise and service in a school district
6. Elementary Principal
7. Secondary Principal
8. Assistant Principal
9. Elementary Teacher -- Certified teacher who works with students in grades K-6
10. Secondary Teacher -- Certified teacher who works with students in grades 7-12
11. Librarian
12. Counselor
13. School Psychologist
14. Psychological Examiner
15. School Nurse
16. School Social Worker
17. Speech and Hearing Therapist -- Sp./H. Therapist
18. Head Teacher
19. Dean of Boys/Dean of Girls
20. Business Manager
21. Intern (Teacher/Administrator)
22. Media Generalist

For clarity of tabular presentation, these 22 classifications are sometimes structured into the activity groupings listed below:

GROUPINGS INTO 11 ACTIVITY GROUPS:

1. Superintendents
2. Other Dist. Adm.:
   Assistant Superintendents
   Directors
   Business Managers
3. Cur./Prog. Serv.:
   Supervisors/Coordinators
   Consultants/Specialists
4. Sec. Principals
5. Elem. Principals
   Elem. Principals
   Head Teachers

6. Asst. Principals

7. Media Services:
   - Librarians
   - Media Generalists

8. Guid. Services:
   - Counselors
   - School Psycholgists
   - Psychological Examiners
   - School Social Workers
   - Deans

9. Health Services:
   - School Nurses
   - Speech and Hearing Therapists

10. Sec. Teachers

11. Elem. Teachers

GROUPINGS INTO 4 ACTIVITY GROUPS:

1. District Administration:
   - Superintendents
   - Asst. Superintendents
   - Directors
   - Supervisors/Coordinators
   - Consultants/Specialists
   - Business Managers

2. School Administration:
   - Elementary Principals
   - Head Teachers
   - Secondary Principals
   - Assistant Principals

3. Student Services:
   - Librarians
   - Media Generalists
   - Counselors
   - School Psychologists
   - Psychological Examiners
   - School Nurses
   - School Social Workers
   - Speech and Hearing Therapists
   - Deans

4. Instructional Services:
   - Elementary Teachers
   - Secondary Teachers

NOTE: Both groupings by eleven activity groups and by four activity groups exclude Interns.

CLASSIFICATION OF PERSONNEL -- In any table in the certified employee section of this report each employee is counted once. Certified employees who were reported by the school districts as performing two or more activities have been counted in the activity that appears highest on the list of the 22 job classifications. For example, a person employed as both a teacher and a counselor will be counted as a teacher because this activity appears highest on the list of job classifications.

Noncertified employees who are engaged in two or more activities have been counted as one employee in each job classification that is performed. Hence, the "actual" noncertified employee count is not a head count of total employees, but rather a count of the number of employees who perform each activity.

An employee who is engaged in both certified and noncertified activities has been counted once as a certified employee and once as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

SCHOOL DISTRICT MEMBERSHIP GROUPS

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the October 1st student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership, for example, is 208,669 pupils. Enrollment for the same period without deductions of withdrawals is 211,425 pupils. The count of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e. the percentage of full-time worked by each employee). It should be noted that all teachers are counted including special education and resource room teachers.

RANK (a)	DIST # (b)	DISTRICT NAME (c)	OCTOBER 1, 1985 ENROLLMENT (d)	WITHDRAWALS (e)	MEMBERSHIP (f)	NUMBER OF TEACHERS (FTE) (g)	STUDENT TEACHER RATIO (f)/(g) (h)
		DISTRICTS WITH OVER 5,000 STUDENTS					
1	001	BOISE	21,950	202	21,748	1,071.2	20.3
2	025	POCATELLO	13,279	225	13,054	598.8	21.8
3	002	MERIDIAN	13,004	120	12,884	604.6	21.3
4	091	IDAHO FALLS	9,017	109	8,908	402.4	22.1
5	131	NAMPA	7,351	137	7,214	353.9	20.4
6	271	COEUR D' ALENE	7,100	101	6,999	315.0	22.2
7	093	BONNEVILLE	6,770	53	6,717	302.8	22.2
8	411	TWIN FALLS	6,666	156	6,510	300.0	21.7
9	151	CASSIA CO.	5,172	86	5,086	241.3	21.1
10	082	BONNER CO.	5,107	81	5,026	261.9	19.2
10 DISTRICTS		TOTAL	95,416	1,270	94,146	4,451.9	21.1
		DISTRICTS WITH 2,500 - 4,999 STUDENTS					
11	340	LEWISTON	4,844	79	4,765	217.9	21.9
12	331	MINIDOKA CO.	4,707	78	4,629	215.1	21.5
13	055	BLACKFOOT	4,602	114	4,488	218.2	20.6
14	132	CALDWELL	4,261	68	4,193	200.7	20.9
15	321	MADISON	4,017	22	3,995	155.2	25.7
16	251	JEFFERSON CO.	3,606	24	3,582	146.8	24.4
17	193	MOUNTAIN HOME	3,628	84	3,544	186.9	19.0
18	273	POST FALLS	3,047	43	3,004	156.7	19.2
19	261	JEROME	2,756	32	2,724	119.7	22.8
20	215	FREMONT CO.	2,688	24	2,664	113.7	23.4
21	281	MOSCOW	2,599	20	2,579	145.3	17.7
11 DISTRICTS		TOTAL	40,755	588	40,167	1,876.2	21.4
		DISTRICTS WITH 1,000 - 2,499 STUDENTS					
22	221	EMMETT	2,339	19	2,320	100.5	23.1
23	052	SNAKE RIVER	2,348	36	2,312	101.2	22.8
24	272	LAKELAND	2,312	35	2,277	103.7	22.0
25	391	KELLOGG	2,238	41	2,197	117.8	18.7
26	060	SHELLEY	2,214	26	2,188	90.0	24.3
27	139	CANYON	2,232	53	2,179	108.2	20.1
28	201	PRESTON	2,162	34	2,128	94.0	22.6
29	003	KUNA	2,039	5	2,034	94.1	21.6
30	241	GRANGEVILLE	1,970	15	1,955	108.8	18.0
31	061	BLAINE CO.	1,966	20	1,946	114.0	17.1
32	171	OROFINO	1,976	31	1,945	110.5	17.6
33	021	MARSH VALLEY	1,748	5	1,743	85.0	20.5
34	134	MIDDLETON	1,753	12	1,741	83.8	20.8
35	033	BEAR LAKE	1,684	10	1,674	77.7	21.5
36	381	AMERICAN FALLS	1,608	16	1,592	86.5	18.4
37	371	PAYETTE	1,607	27	1,580	76.9	20.5
38	412	BUHL	1,555	16	1,539	76.5	20.1
39	431	WEISER	1,526	6	1,520	71.8	21.2
40	101	BOUNDARY CO.	1,469	4	1,465	73.6	19.9
41	041	ST. MARIES	1,465	15	1,450	73.7	19.7
42	291	SALMON	1,314	10	1,304	62.1	21.0
43	150	SODA SPRINGS	1,317	16	1,301	59.6	21.8
44	322	SUGAR-SALEM	1,267	10	1,257	54.6	23.0
45	393	WALLACE	1,119	14	1,105	77.6	14.2
46	373	FRUITLAND	1,119	17	1,102	58.0	19.0
47	231	GOODING	1,108	12	1,096	60.1	18.2
48	413	FILER	1,109	14	1,095	58.0	18.9
49	421	McCALL DONNELLY	1,048	23	1,025	56.0	18.3
28 DISTRICTS		TOTAL	47,612	542	47,070	2,334.3	20.2

RANK (a)	DIST # (b)	DISTRICT NAME (c)	OCTOBER 1, 1985 ENROLLMENT (d)	WITHDRAWALS (e)	MEMBERSHIP (f)	NUMBER OF TEACHERS (FTE) (g)	STUDENT TEACHER RATIO (f)/(g) (h)
		DISTRICTS WITH 500 - 999 STUDENTS					
50	370	HOMEDALE	983	15	968	44.2	21.9
51	351	ONEIDA	958	0	958	45.1	21.2
52	232	WENDELL	958	8	950	47.4	20.0
53	059	FIRTH	937	5	932	47.0	19.8
54	414	KIMBERLY	943	12	931	46.9	19.9
55	137	PARMA	937	13	924	50.5	18.3
56	401	TETON CO.	839	12	827	41.3	20.0
57	058	ABERDEEN	813	8	805	46.0	17.5
58	181	CHALLIS	805	11	794	46.0	17.3
59	111	ARCO	800	7	793	37.5	21.1
60	253	WEST JEFFERSON	759	0	759	36.7	20.7
61	148	GRACE	759	8	751	35.0	21.5
62	372	NEW PLYMOUTH	758	26	732	41.0	17.9
63	284	WHITEPINE	670	5	665	44.5	14.9
64	192	GLENNS FERRY	648	8	640	38.0	16.8
65	262	VALLEY	645	9	636	33.0	19.3
66	363	MARSING	654	27	627	36.2	17.3
67	252	RIRIE	617	3	614	27.6	22.2
68	304	KAMIAH	617	5	612	33.0	18.5
69	285	POTLATCH	589	13	576	34.2	16.8
70	341	LAPWAI	558	3	555	38.0	14.6
71	202	WEST SIDE	549	1	548	27.0	20.3
72	242	COTTONWOOD	527	6	521	32.0	16.3
73	136	MELBA	533	16	517	28.0	18.5
24 DISTRICTS		TOTAL	17,856	221	17,635	936.1	18.8
		DISTRICTS WITH 1 - 499 STUDENTS					
74	133	WILDER	495	27	468	29.2	16.0
75	365	BRUNEAU GR-VIEW	451	4	447	28.5	15.7
76	013	COUNCIL	406	0	406	24.0	16.9
77	312	SHOSHONE	398	5	393	24.7	15.9
78	415	HANSEN	387	0	387	23.0	16.8
79	042	WEST BENEWAH	393	6	387	25.5	15.2
80	233	HAGERMAN	380	5	375	20.0	18.8
81	422	CASCADE	351	4	347	18.6	18.7
82	182	MACKAY	344	0	344	19.5	17.6
83	135	NOTUS	341	9	332	18.9	17.6
84	283	KENDRICK	330	0	330	21.0	15.7
85	417	CASTLEFORD	317	0	317	21.0	15.1
86	282	GENESSEE	310	0	310	20.0	15.5
87	305	HIGHLAND	311	2	309	19.2	16.1
88	274	KOOTENAI	307	3	304	20.5	14.8
89	149	NORTH GEM	303	11	292	16.0	18.3
90	392	MULLAN	292	0	292	24.8	11.8
91	432	CAMBRIDGE	263	2	261	18.5	14.1
92	343	TAMMANY	257	0	257	12.4	20.7
93	418	MURTAUGH	256	8	248	18.0	13.8
94	011	MEADOWS VALLEY	229	7	222	15.5	14.3
95	073	HORSESHOE BEND	206	2	204	12.0	17.0
96	316	RICHFIELD	200	0	200	16.5	12.1
97	382	ROCKLAND	190	0	190	13.6	14.0
98	121	CAMAS CO.	177	0	177	13.5	13.1
99	072	BASIN	178	4	174	10.5	16.6
100	161	CLARK CO.	174	1	173	15.0	11.5
101	071	GARDEN VALLEY	169	0	169	14.4	11.7
102	234	BLISS	169	1	168	12.4	13.5
103	342	CULDESAC	164	0	164	13.1	12.5
104	302	NEZPERCE	159	0	159	13.8	11.5
105	275	WORLEY	150	4	146	15.3	9.5
106	314	DIETRICH	150	7	143	11.0	13.0
107	292	SOUTH LEMHI	118	5	113	14.0	8.1
108	433	MIDVALE	110	1	109	13.2	8.3
109	092	SWAN VALLEY	98	0	98	3.0	32.7
110	138	SCISH ELEM.	83	5	78	5.7	13.7
111	394	AVERY	45	3	42	4.3	9.8
112	364	PLEASANT VALLEY	36	0	36	2.0	18.0
113	172	ELK RIVER	41	6	35	10.3	3.4
114	383	ARBON ELEM.	28	0	28	2.0	14.0
115	416	THREE CREEK	13	1	12	1.0	12.0
116	191	PRAIRIE ELEM.	7	2	5	1.0	5.0
43 DISTRICTS		TOTAL	9,786	135	9,651	656.4	14.7
116 DISTRICTS TOTALS			211,425	2,756	208,669	10,254.9	20.3

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CERTIFIED STAFF TABLES

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NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	NUMBER MEN (c)	NUMBER WOMEN (d)	% MEN IN ACTIVITY (c)/(b) (e)	% WOMEN IN ACTIVITY (d)/(b) (f)	% CERT. EMPLOYEES (b)/total cert. staff (g)
DISTRICT ADMINISTRATION							
Superintendent	105.7	107	105	2	98.13%	1.87%	0.88%
Asst. Superintendent	28.0	28	27	1	96.43%	3.57%	0.23%
Director	54.7	62	49	13	79.03%	20.97%	0.51%
Supervisor/Coordinator	60.8	67	39	28	58.21%	41.79%	0.55%
Consultant/Specialist	38.8	45	13	32	28.89%	71.11%	0.37%
Business Manager	7.0	7	7	0	100.00%	0.00%	0.06%
TOTAL	295.0	316	240	76	1.98%	0.63%	2.60%
SCHOOL ADMINISTRATION							
Elem. Principals	253.5	254	193	61	75.98%	24.02%	2.09%
Head Teachers	6.0	6	3	3	50.00%	50.00%	0.05%
Sec. Principals	164.0	164	158	6	96.34%	3.66%	1.35%
Asst. Principals	91.1	92	81	11	88.04%	11.96%	0.76%
TOTAL	514.6	516	435	81	3.58%	0.67%	4.25%
STUDENT SERVICES							
Librarians	113.1	116	19	97	16.38%	83.62%	0.96%
Media Generalists	50.9	53	13	40	24.53%	75.47%	0.44%
Counselors	252.3	258	151	107	58.53%	41.47%	2.13%
School Psychologist	87.6	95	60	35	63.16%	36.84%	0.78%
Psych. Examiner	3.7	5	4	1	80.00%	20.00%	0.04%
School Nurse	42.5	49	0	49	0.00%	100.00%	0.40%
School Social Worker	17.7	18	9	9	50.00%	50.00%	0.15%
Sp./H Therapist	114.4	130	18	112	13.85%	86.15%	1.07%
Deans	2.0	2	1	1	50.00%	50.00%	0.02%
TOTAL	684.2	726	275	451	2.27%	3.72%	5.98%
INSTRUCTIONAL SERVICES							
Elementary Teachers	5,364.9	5,533	815	4,718	14.73%	85.27%	45.60%
Secondary Teachers	4,890.0	5,036	2,806	2,230	55.72%	44.28%	41.50%
TOTAL	10,254.9	10,569	3,621	6,948	29.84%	57.26%	87.10%
OTHER SERVICES							
Interns	7.0	7	3	4	0.02%	0.03%	0.06%
TOTALS -CERTIFIED STAFF	11,755.7	12,134	4,574	7,560	37.70%	62.30%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

FOR

11 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS

ACTIVITY CLASSIFICATIONS	DISTRICT WITH 5000 + STUDENTS (10 DISTRICTS)			DISTRICT WITH 2500-4900 STUDENTS (11 DISTRICTS)			DISTRICT WITH 1000-2499 STUDENTS (28 DISTRICTS)			DISTRICT WITH 500-999 STUDENTS (24 DISTRICTS)			DISTRICT WITH 1-499 STUDENTS (43 DISTRICTS)		
	F. T. E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F. T. E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F. T. E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F. T. E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F. T. E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF
11 ACTIVITIES															
SUPERINTENDENT	10.0	10.0	0.2%	11.0	11.0	0.5%	28.0	28.0	1.0%	23.0	23.0	2.0%	33.7	35.0	4.3%
OTHER DIST. ADMIN.	39.0	39.0	0.8%	31.1	33.0	1.5%	16.1	17.0	0.6%	2.3	5.0	0.4%	1.2	3.0	0.4%
CUR/PROG SERVICES	62.0	63.0	1.2%	23.0	23.0	1.0%	7.2	9.0	0.3%	5.6	11.0	1.0%	1.6	6.0	0.7%
PRINCIPAL - ELEM.	110.0	110	2.1%	49.0	49	2.2%	63.5	64	2.3%	24.0	24	2.1%	13.0	13	1.6%
PRINCIPAL - SEC.	48.0	48	0.9%	27.0	27	1.2%	50.0	50	1.8%	27.0	27	2.3%	12.0	12	1.5%
PRINCIPAL - ASST.	55.0	55	1.1%	20.0	20	0.9%	15.0	15	0.5%	1.1	2	0.2%	0.0	0	0.0%
MEDIA SERVICES	47.3	49	0.9%	27.0	27	1.2%	47.4	48	1.7%	23.9	24	2.1%	18.4	21	2.6%
GUID. SERVICES	166.1	169	3.3%	69.5	71	3.2%	84.4	88	3.2%	30.5	34	3.0%	12.8	16	2.0%
HEALTH SERVICES	83.1	87	1.7%	22.7	25	1.1%	36.8	42	1.5%	10.9	18	1.6%	3.4	7	0.9%
TEACHER - ELEM.	2,374.3	2,440	47.0%	987.6	1,018	46.0%	1,197.0	1,228	44.6%	483.2	502	43.7%	322.8	345	42.1%
TEACHER - SEC.	2,077.6	2,118	40.8%	888.6	911	41.1%	1,137.3	1,167	42.3%	452.9	479	41.7%	333.6	361	44.1%
TOTAL	5,072.4	5,188	100.0%	2,156.5	2,215	100.0%	2,682.7	2,756	100.0%	1,084.4	1,149	100.0%	752.5	819	100.0%

F. T. E. AVERAGE SALARY
FOR
CERTIFIED STAFF

*** STATEWIDE SUMMARY ***

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	TOTAL SALARIES (c)	F. T. E. AVERAGE SALARY (c)/(a) (d)
DISTRICT ADMINISTRATION				
Superintendent	105.7	107	$4,230,201	$40,021
Asst. Superintendent	28.0	28	1,158,031	41,358
Director	54.7	62	1,896,009	34,662
Supervisor/Coordinator	60.8	67	1,823,419	29,990
Consultant/Specialist	38.8	45	1,025,484	26,430
Business Manager	7.0	7	255,219	36,460
TOTAL	295.0	316	$10,388,363	$35,215
SCHOOL ADMINISTRATION				
Elem. Principals	253.5	254	$8,082,588	$31,884
Head Teachers	6.0	6	146,630	24,438
Sec. Principals	164.0	164	5,614,593	34,235
Asst. Principals	91.1	92	2,956,991	32,459
TOTAL	514.6	516	$16,800,802	$32,648
STUDENT SERVICES				
Librarians	113.1	116	$2,550,304	$22,549
Media Generalists	50.9	53	1,102,644	21,663
Counselors	252.3	258	6,753,347	26,767
School Psychologist	87.6	95	2,392,695	27,314
Psych. Examiner	3.7	5	90,612	24,490
School Nurse	42.5	49	808,547	19,025
School Social Worker	17.7	18	417,305	23,577
Sp./H Therapist	114.4	130	2,525,111	22,073
Deans	2.0	2	58,542	29,271
TOTAL	684.2	726	$16,699,107	$24,407
INSTRUCTIONAL SERVICES				
Elementary Teachers	5,364.9	5,533	$108,507,331	$20,225
Secondary Teachers	4,890.0	5,036	106,544,212	21,788
TOTAL	10,254.9	10,569	$215,051,543	$20,971
OTHER SERVICES				
Interns	7.0	7	$185,206	$26,458
TOTALS -CERTIFIED STAFF	11,755.7	12,134	$259,125,021	$22,043

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	TOTAL SALARY (a)	ACTUAL # EMPLOYEES (c)+(d) (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (a)/(b) (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES												
Superintendent	$4,230,201	107	105	2	$38,984	$38,874	$44,765	$3,930	$0	$39,535	$39,435	$44,765
Asst. Supt.	1,158,031	28	27	1	41,309	41,394	39,000	350	0	41,358	41,446	39,000
Director	1,896,009	62	49	13	29,429	30,057	27,060	4,096	3,715	30,581	31,060	28,775
Supv./Coord.	1,823,419	67	39	28	26,774	27,798	25,347	1,766	2,458	27,215	28,115	25,962
Cons./Spec.	1,025,484	45	13	32	22,183	27,490	20,027	2,092	1,051	22,789	28,617	20,421
Elem. Principals	8,082,588	254	193	61	30,873	30,669	31,520	3,940	2,897	31,821	31,751	32,043
Sec. Principals	5,614,593	164	158	6	32,941	32,803	36,577	4,560	3,551	34,235	34,101	37,761
Asst. Principals	2,956,991	92	81	11	31,510	31,695	30,149	2,667	3,699	32,141	32,320	30,821
Elem. Teachers	108,507,331	5,533	815	4,718	19,486	20,747	19,268	1,167	676	19,611	21,114	19,351
Sec. Teachers	106,544,212	5,036	2,806	2,230	20,363	21,093	19,445	1,748	1,017	21,157	22,195	19,850
Librarians	2,550,304	116	19	97	21,603	22,476	21,432	1,138	922	21,985	23,015	21,784
Counselors	6,753,347	258	151	107	25,189	25,348	24,964	1,912	1,361	26,176	26,539	25,663
Sch. Psychologist	2,392,695	95	60	35	24,340	25,131	22,985	2,540	1,464	25,186	26,105	23,612
Psych. Examiner	90,612	5	4	1	17,039	18,725	10,293	2,210	1,000	18,122	19,830	11,293
School Nurse	808,547	49	0	49	16,466	0	16,466	0	193	16,501	0	16,501
Sch. Social Worker	417,305	18	9	9	22,670	23,211	22,129	1,397	1,262	23,184	23,667	22,690
Sp./H Therapist	2,525,111	130	18	112	19,171	22,615	18,618	1,453	690	19,424	23,099	18,833
Head Teacher	146,630	6	3	3	23,227	22,941	23,512	1,564	1,290	24,438	24,505	24,372
Dean Boys/girls	58,542	2	1	1	28,771	34,293	23,249	0	1,000	29,271	34,293	24,249
Business Manager	255,219	7	7	0	34,532	34,532	0	6,747	0	36,460	36,460	0
Interns	185,206	7	3	4	24,990	29,079	21,924	5,097	2,589	26,458	30,778	23,218
Media Generalists	1,102,644	53	13	40	20,633	24,399	19,409	921	483	20,805	24,540	19,590
TOTALS	$259,125,021	12,134	4,574	7,560								
11 ACTIVITIES **												
Superintendent	$4,230,201	107	105	2	$38,984	$38,874	$44,765	$3,930	$0	$39,535	$39,435	$44,765
Other dist. Admin	3,309,259	97	83	14	33,226	34,122	27,913	3,558	3,715	34,116	34,984	29,505
Cur/Prog Services	2,848,903	112	52	60	24,929	27,721	22,510	1,929	1,569	25,437	28,241	23,006
Elem. Principals	8,229,218	260	196	64	30,697	32,803	36,577	4,560	3,551	31,651	34,101	37,761
Sec. Principals	5,614,593	164	158	6	32,941	30,551	31,145	3,813	2,650	34,235	31,640	31,683
Asst. Principals	2,956,991	92	81	11	31,510	31,694	30,149	2,667	3,699	32,141	32,320	30,821
Media Services	3,652,948	169	32	137	21,299	23,257	20,841	1,098	796	21,615	23,634	21,143
Guid. Services	9,712,501	378	225	153	24,767	25,127	24,237	2,023	1,367	25,694	26,224	24,916
Health Services	3,333,658	179	18	161	18,431	22,615	17,963	1,453	588	18,624	23,099	18,123
Elem. Teachers	108,507,331	5,533	815	4,718	19,486	20,747	19,268	1,167	676	19,611	21,114	19,351
Sec. Teachers	106,544,212	5,036	2,806	2,230	20,363	21,093	19,445	1,748	1,017	21,157	22,195	19,850
4 ACTIVITIES **												
District Admin.	$10,388,363	316	240	76	$32,235	$34,814	$24,091	$3,192	$2,084	$32,875	$35,439	$24,766
School Admin.	16,800,802	516	435	81	31,555	31,582	31,412	3,912	2,879	32,560	32,661	32,016
Student Services	16,699,107	726	275	451	22,397	24,745	20,966	1,925	995	23,002	25,718	21,345
Instruct. Service	215,051,543	10,569	3,621	6,948	19,904	21,015	19,325	1,674	881	20,347	21,951	19,511

* Average Extra Pay is calculated in each catagory by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (10 DISTRICTS)

ACTIVITY CLASSIFICATIONS	TOTAL SALARY (a)	ACTUAL # EMPLOYEES (c)+(d) (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (a)/(b) (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES												
Superintendent	$496,760	10	10	0	$49,676	$49,676	$0	$0	$0	$49,676	$49,676	$0
Asst. Supt.	529,764	12	11	1	44,139	44,606	39,000	95	0	44,147	44,614	3,900
Director	935,760	24	21	3	38,192	38,233	37,901	4,791	0	38,990	39,146	37,901
Supv./Coord.	1,361,208	43	25	18	31,452	34,330	27,454	390	2,410	31,656	34,393	27,856
Cons./Spec.	596,640	20	8	12	28,832	30,298	27,855	4,082	2,583	29,832	31,828	28,500
Elem. Principals	3,611,314	106	77	29	33,162	32,945	33,739	5,249	4,049	34,069	34,035	34,158
Sec. Principals	1,783,104	48	43	5	35,703	35,313	39,061	7,697	95	37,148	36,924	39,080
Asst. Principals	1,831,390	55	49	6	32,624	32,702	31,991	2,697	3,699	33,298	33,307	33,224
Elem. Teachers	49,312,400	2,440	307	2,133	20,176	22,058	19,905	512	241	20,210	22,181	19,927
Sec. Teachers	46,909,464	2,118	1,110	1,008	21,599	22,538	20,566	1,342	792	22,148	23,342	20,834
Librarians	802,692	36	6	30	22,027	22,681	21,896	801	811	22,297	22,814	22,193
Counselors	3,149,084	113	52	61	27,337	28,350	26,473	1,098	1,209	27,868	28,899	26,989
Sch. Psychologist	1,231,020	42	27	15	28,670	29,116	27,867	2,155	1,877	29,310	29,834	28,368
Psych. Examiner	22,485	1	1	0	22,485	22,485	0	0	0	22,485	22,485	0
School Nurse	565,964	29	0	29	19,489	0	19,489	0	773	19,516	0	19,516
Sch. Social Worker	278,399	11	7	4	24,991	24,565	25,736	1,795	1,700	25,309	24,822	26,161
Sp./H Therapist	1,283,946	58	9	49	21,911	26,037	21,153	50	684	22,137	26,054	21,418
Head Teacher	89,880	4	2	2	21,026	19,545	22,506	1,600	1,290	22,470	21,145	23,795
Dean Boys/girls	58,542	2	1	1	28,771	34,293	23,249	0	1,000	29,271	34,293	24,249
Business Manager	118,656	3	3	0	39,552	39,552	0	0	0	39,552	39,552	0
Interns	144,775	5	2	3	27,919	34,395	23,602	0	2,589	28,955	34,395	25,328
Media Generalists	274,027	13	4	9	20,929	28,674	17,487	750	602	21,079	28,861	17,620
TOTALS	$115,387,274	5,193	1,775	3,418								
11 ACTIVITIES **												
Superintendent	$496,760	10	10	0	$49,676	$49,676	$0	$0	$0	$49,676	$49,676	$0
Other dist. Admin	1,584,180	39	35	4	40,126	40,349	38,178	3,852	0	40,620	40,899	38,176
Cur/Prog Services	1,957,848	63	33	30	30,620	33,353	27,614	1,972	2,496	31,077	33,771	28,114
Elem. Principals	3,701,194	110	79	31	32,721	32,505	33,014	4,844	2,945	33,647	33,709	33,489
Sec. Principals	1,783,104	48	43	5	35,703	35,313	39,061	7,697	95	37,148	36,924	39,080
Asst. Principals	1,831,390	55	49	6	32,624	32,702	31,991	2,697	3,699	33,298	33,307	33,224
Media Services	1,076,719	49	10	39	21,736	25,078	20,878	776	778	21,974	25,233	21,138
Guid. Services	4,739,530	169	89	81	27,504	28,285	26,655	1,382	1,301	28,045	28,850	27,169
Health Services	1,849,910	87	9	78	21,104	26,037	20,534	50	688	21,263	26,054	20,711
Elem. Teachers	49,312,400	2,440	307	2,133	20,176	22,058	19,905	512	241	20,210	22,181	19,927
Sec. Teachers	46,909,464	2,118	1,110	1,008	21,599	22,538	20,566	1,342	792	22,148	23,342	20,834
4 ACTIVITIES **												
District Admin.	$4,038,788	112	78	34	$35,632	$38,585	$28,857	$2,755	$2,496	$36,061	$39,009	$29,297
School Admin.	7,315,688	213	171	42	33,368	33,314	33,588	4,898	2,777	34,346	34,402	34,117
Student Services	7,666,159	305	107	198	24,751	27,769	23,106	1,255	1,008	25,135	28,277	23,437
Instruct. Service	96,221,864	4,558	1,417	3,141	20,837	22,434	20,117	1,259	593	21,111	23,091	20,218

* Average Extra Pay is calculated in each catagory by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,000 STUDENTS (11 DISTRICTS)

ACTIVITY CLASSIFICATIONS	TOTAL SALARY (a)	ACTUAL # EMPLOYEES (c)+(d) (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (a)/(b) (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES												
Superintendent	$506,088	11	9	2	$45,951	$46,214	$44,765	$631	$0	$46,008	$46,284	$44,765
Asst. Supt.	402,610	10	10	0	40,130	40,130	0	435	0	40,261	40,261	0
Director	574,940	20	15	5	27,896	29,339	23,567	3,137	1,492	28,747	30,175	24,462
Supv./Coord.	208,665	9	4	5	22,333	24,526	20,578	4,739	1,466	23,185	25,710	21,164
Cons./Spec.	332,080	14	4	10	23,542	26,898	22,200	473	1,066	23,720	27,253	22,307
Elem. Principals	1,556,142	49	34	15	31,156	31,213	31,027	2,494	1,410	31,758	31,874	31,497
Sec. Principals	947,484	27	26	1	34,205	34,591	24,160	3,390	7,006	35,092	35,243	31,166
Asst. Principals	641,160	20	17	3	31,542	32,098	28,394	2,062	0	32,058	32,705	28,394
Elem. Teachers	20,212,390	1,018	144	874	19,696	20,895	19,498	864	790	19,855	21,141	19,643
Sec. Teachers	19,376,059	911	483	428	20,479	21,344	19,503	1,838	1,114	21,269	22,425	19,964
Librarians	529,914	22	6	16	23,587	23,775	23,517	1,276	1,790	24,087	24,413	23,965
Counselors	1,326,150	50	34	16	25,049	25,400	24,303	2,161	1,787	26,523	26,990	25,531
Sch. Psychologist	420,174	18	10	8	22,476	21,812	23,307	2,047	1,787	23,343	22,835	23,977
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0	0
School Nurse	45,772	2	0	2	22,886	0	22,886	0	0	22,886	0	22,886
Sch. Social Worker	60,309	3	1	2	18,737	16,100	20,055	897	1,602	20,103	16,997	21,656
Sp./H Therapist	456,228	23	4	19	19,593	21,390	19,215	2,002	792	19,836	22,391	19,298
Head Teacher	0	0	0	0	0	0	0	0	0	0	0	0
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0	0
Business Manager	109,698	3	3	0	32,882	32,882	0	11,052	0	36,566	36,566	0
Interns	0	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	95,690	5	2	3	19,138	18,618	19,484	0	0	19,138	18,618	19,484
TOTALS	$47,801,553	2,215	806	1,409								
11 ACTIVITIES **												
Superintendent	$506,088	11	9	2	$45,951	$46,214	$44,765	$631	$0	$46,008	$46,284	$44,765
Other dist. Admin	1,087,248	33	28	5	32,057	33,572	23,567	3,113	1,492	32,947	34,462	24,462
Cur/Prog Services	540,745	23	8	15	23,069	25,712	21,660	1,540	1,332	23,511	26,482	21,926
Elem. Principals	1,556,142	49	34	15	31,156	31,213	31,027	2,494	1,410	31,758	31,874	31,497
Sec. Principals	947,484	27	26	1	34,205	34,591	24,160	3,390	7,006	35,092	35,243	31,166
Asst. Principals	641,160	20	17	3	31,542	32,098	28,394	2,062	0	32,058	32,705	28,394
Media Services	625,604	27	8	19	22,763	22,485	22,880	1,276	1,790	23,171	22,964	23,257
Guid. Services	1,806,633	71	45	26	24,130	24,396	23,670	2,102	1,764	25,446	25,844	24,755
Health Services	502,000	25	4	21	19,857	21,390	19,565	2,002	792	20,080	22,391	19,640
Elem. Teachers	20,212,390	1,018	144	874	19,696	20,895	19,498	864	790	19,855	21,141	19,643
Sec. Teachers	19,376,059	911	483	428	20,479	21,344	19,503	1,838	1,114	21,269	22,425	19,964
4 ACTIVITIES **												
District Admin.	$2,134,081	67	45	22	$31,252	$34,703	$24,194	$2,438	$1,412	$31,852	$35,408	$24,579
School Admin.	3,144,786	96	77	19	32,094	32,549	30,250	2,616	2,343	32,758	33,195	30,989
Student Services	2,934,237	123	57	66	22,961	23,917	22,136	2,028	1,680	23,856	25,198	22,696
Instruct. Service	39,588,449	1,929	627	1,302	20,066	21,241	19,499	1,715	959	20,523	22,130	19,749

* Average Extra Pay is calculated in each catagory by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)

ACTIVITY CLASSIFICATIONS	TOTAL SALARY (a)	ACTUAL # EMPLOYEES (c)+(d) (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (a)/(b) (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES												
Superintendent	$1,171,548	28	28	0	$41,621	$41,621	$0	$6,164	$0	$41,841	$41,841	$0
Asst. Supt.	225,660	6	6	0	37,610	37,610	0	0	0	37,610	37,610	0
Director	288,090	10	7	3	26,312	26,091	26,826	3,951	6,561	28,809	27,784	31,199
Supv./Coord.	190,952	8	3	5	22,650	22,851	22,530	2,700	3,524	23,869	23,751	23,940
Cons./Spec.	4,408	1	0	1	4,099	0	4,099	0	309	4,408	0	4,408
Elem. Principals	1,922,558	62	53	9	30,076	29,905	31,084	4,044	1,200	31,009	30,973	31,218
Sec. Principals	1,667,700	50	50	0	32,124	32,124	0	4,731	0	33,354	33,354	0
Asst. Principals	450,960	15	13	2	29,585	29,943	27,255	3,595	0	30,064	30,496	27,255
Elem. Teachers	23,615,668	1,228	199	1,029	19,070	20,102	18,870	1,401	840	19,231	20,546	18,956
Sec. Teachers	23,955,009	1,167	696	471	19,596	20,351	18,480	1,963	1,273	20,527	21,570	18,985
Librarians	636,347	29	2	27	21,499	20,888	21,544	1,600	867	21,943	21,688	21,962
Counselors	1,411,398	59	40	19	22,768	22,938	22,410	2,080	1,193	23,922	24,342	23,037
Sch. Psychologist	574,440	24	19	5	22,842	23,945	18,652	3,480	925	23,935	25,228	19,022
Psych. Examiner	53,588	2	2	0	24,584	24,584	0	2,210	0	26,794	26,794	0
School Nurse	138,030	10	0	10	13,746	0	13,746	0	191	13,803	0	13,803
Sch. Social Worker	56,256	3	0	3	18,704	0	18,704	0	143	18,752	0	18,752
Sp./H Therapist	585,696	32	3	29	17,972	20,863	17,673	4,563	862	18,303	22,384	17,881
Head Teacher	56,750	2	1	1	27,630	29,734	25,525	1,491	0	28,375	31,225	25,525
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0	0
Business Manager	26,867	1	1	0	24,425	24,425	0	2,442	0	26,867	26,867	0
Interns	16,888	1	0	1	16,888	0	16,888	0	0	16,888	0	1,688
Media Generalists	407,911	19	4	15	21,222	24,044	20,469	1,092	603	21,469	24,317	20,710
TOTALS	$57,456,724	2,757	1,127	1,630								
11 ACTIVITIES **												
Superintendent	$1,171,548	28	28	0	$41,621	$41,621	$0	$6,154	$0	$41,841	$41,841	$0
Other dist. Admin	540,617	17	14	3	30,188	30,909	26,826	3,574	6,561	31,801	31,930	31,199
Cur/Prog Services	195,360	9	3	6	20,589	22,851	19,458	2,700	2,452	21,707	23,741	20,684
Elem. Principals	1,979,308	64	54	10	30,000	29,902	30,528	3,873	1,200	30,927	30,978	30,648
Sec. Principals	1,667,700	50	50	0	32,124	32,124	0	4,731	0	33,354	33,354	0
Asst. Principals	450,960	15	13	2	29,585	29,943	27,255	3,595	0	30,064	30,496	27,255
Media Services	1,044,258	48	6	42	21,389	22,992	21,160	1,346	784	21,755	23,440	21,515
Guid. Services	2,095,682	88	61	27	22,691	23,306	21,302	2,360	1,071	23,815	24,698	21,818
Health Services	723,726	42	3	39	16,966	20,863	16,666	4,563	660	17,232	22,384	16,836
Elem. Teachers	23,615,668	1,228	199	1,029	19,070	20,102	18,870	1,401	840	19,231	20,546	18,956
Sec. Teachers	23,955,009	1,167	696	471	19,596	20,351	18,480	1,963	1,273	20,527	21,570	18,985
4 ACTIVITIES **												
District Admin.	$1,907,525	54	45	9	$34,516	$37,037	$21,914	$3,858	$4,096	$35,325	$37,551	$24,189
School Admin.	4,097,968	129	117	12	30,775	30,856	29,983	4,227	1,200	31,767	31,940	30,083
Student Services	3,863,666	178	70	108	20,989	23,174	19,573	2,364	843	21,706	24,491	19,901
Instruct. Service	47,570,677	2,395	895	1,500	19,326	20,296	18,748	1,892	1,118	19,862	21,342	18,965

* Average Extra Pay is calculated in each catagory by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (24 DISTRICTS)

ACTIVITY CLASSIFICATIONS	TOTAL SALARY (a)	ACTUAL # EMPLOYEES (c)+(d) (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (a)/(b) (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES												
Superintendent	$895,620	23	23	0	$37,676	$37,676	$0	$5,814	$0	$38,940	$38,940	$0
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0	0
Director	70,540	5	4	1	12,054	$9,152	23,660	5,584	4,692	14,108	10,548	28,352
Supv./Coord.	52,850	5	5	0	9,897	9,897	0	3,364	0	10,570	10,570	0
Cons./Spec.	54,384	6	1	5	8,629	$7,400	8,875	980	407	9,064	8,380	9,201
Elem. Principals	669,144	24	21	3	26,612	26,384	28,209	3,384	0	27,881	27,834	28,209
Sec. Principals	858,546	27	27	0	30,372	$30,372	0	3,499	0	31,798	31,798	0
Asst. Principals	33,488	2	2	0	14,994	14,994	0	3,500	0	16,744	16,744	0
Elem. Teachers	9,350,252	502	94	408	18,308	$19,500	18,033	1,990	1,254	18,626	20,389	18,220
Sec. Teachers	9,628,379	479	302	177	18,816	19,220	18,126	2,191	1,187	20,101	20,889	18,757
Librarians	305,592	14	2	12	21,405	$23,226	21,101	2,376	712	21,828	24,414	21,397
Counselors	561,568	23	16	7	22,974	23,430	21,932	2,026	2,175	24,416	24,822	23,486
Sch. Psychologist	143,920	8	2	6	16,738	$17,918	16,345	3,733	1,256	17,990	19,785	17,392
Psych. Examiner	14,540	2	1	1	6,770	3,247	10,293	0	1,000	7,270	3,247	11,293
School Nurse	43,630	5	0	5	8,674	$0	8,674	0	86	8,726	0	8,726
Sch. Social Worker	22,346	1	1	0	20,846	20,846	0	1,500	0	22,346	22,346	0
Sp./H Therapist	161,707	13	2	11	12,232	$12,295	12,220	0	540	12,439	12,295	12,466
Head Teacher	0	0	0	0	0	0	0	0	0	0	0	0
Dean Boys/girls	0	0	0	0	0	$0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0	0
Interns	23,544	1	1	0	18,447	$18,447	0	5,097	0	23,544	23,544	0
Media Generalists	221,890	10	2	8	22,050	24,250	21,500	0	232	22,189	24,250	21,673
TOTALS	$23,111,940	1,150	506	644								
11 ACTIVITIES **												
Superintendent	$895,620	23	23	0	$37,676	$37,676	$0	$5,814	$0	$38,940	$38,940	$0
Other dist. Admin	70,540	5	4	1	12,054	9,152	23,660	5,584	4,692	14,108	10,548	28,352
Cur/Prog Services	107,234	11	6	5	9,205	9,418	8,875	2,172	407	9,749	10,205	9,201
Elem. Principals	669,144	24	21	3	26,612	26,384	28,209	3,384	0	27,881	27,834	28,209
Sec. Principals	858,546	27	27	0	30,372	30,372	0	3,499	0	31,798	31,798	0
Asst. Principals	33,488	2	2	0	14,994	14,998	0	3,500	0	16,744	16,744	0
Media Services	527,482	24	4	20	21,674	23,738	21,260	2,376	450	21,978	24,332	21,508
Guid. Services	742,374	34	20	14	20,491	21,740	18,706	2,117	1,650	21,835	23,116	20,003
Health Services	205,337	18	2	16	11,243	12,295	11,112	0	370	11,408	12,295	11,297
Elem. Teachers	9,350,252	502	94	408	18,308	19,500	18,033	1,990	1,254	18,626	20,389	18,220
Sec. Teachers	9,628,379	479	302	177	18,816	19,220	18,126	2,191	1,187	20,101	20,889	18,757
4 ACTIVITIES **												
District Admin.	$1,073,394	39	33	6	$26,361	$29,092	$11,340	$4,875	$1,264	$27,523	$30,274	$12,393
School Admin.	1,561,178	53	50	3	28,089	28,082	28,209	3,450	0	29,456	29,531	28,209
Student Services	1,475,193	76	26	50	18,674	21,321	17,298	2,185	869	19,410	22,471	17,819
Instruct. Service	18,978,631	981	396	585	18,556	19,287	18,061	2,160	1,214	19,346	20,770	18,383

* Average Extra Pay is calculated in each catagory by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (43 DISTRICTS)

ACTIVITY CLASSIFICATIONS	TOTAL SALARY (a)	ACTUAL # EMPLOYEES (c)+(d) (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (a)/(b) (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES												
Superintendent	$1,160,180	35	35	0	$32,488	$32,488	$0	$2,887	$0	$33,148	$33,148	$0
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0	0
Director	26,670	3	2	1	8,890	5,280	16,110	0	0	8,890	5,280	16,110
Supv./Coord.	9,736	2	2	0	4,868	4,868	0	0	0	4,868	4,868	0
Cons./Spec.	37,976	4	0	4	9,030	0	9,030	0	619	9,494	0	9,494
Elem. Principals	323,453	13	8	5	22,818	22,764	22,904	3,070	5,738	24,881	24,683	25,199
Sec. Principals	357,756	12	12	0	28,231	28,231	0	2,712	0	29,813	29,813	0
Asst. Principals	0	0	0	0	0	0	0	0	0	0	0	0
Elem. Teachers	6,037,155	345	71	274	17,179	18,240	16,904	1,488	876	17,499	18,995	17,112
Sec. Teachers	6,675,251	361	215	146	17,351	18,096	16,254	2,061	966	18,491	19,610	16,843
Librarians	275,775	15	3	12	18,061	20,025	17,570	545	805	18,385	20,571	17,839
Counselors	305,201	13	9	4	21,960	21,933	22,021	3,746	329	23,477	24,014	22,267
Sch. Psychologist	23,130	3	2	1	7,162	6,409	8,668	684	962	7,710	6,751	9,630
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0	0
School Nurse	15,150	3	0	3	5,007	0	5,007	0	65	5,050	0	5,050
Sch. Social Worker	0	0	0	0	0	0	0	0	0	0	0	0
Sp./H Therapist	37,504	4	0	4	9,165	0	9,165	0	423	9,376	0	9,376
Head Teacher	0	0	0	0	0	0	0	0	0	0	0	0
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0	0
Interns	0	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	103,122	6	1	5	17,014	20,580	16,301	0	1,040	17,187	20,580	16,509
TOTALS	$15,388,059	819	360	459								
11 ACTIVITIES **												
Superintendent	$1,160,180	35	35	0	$32,488	$32,488	$0	$2,887	$0	$33,148	$33,148	$0
Other dist. Admin	26,670	3	2	1	8,890	5,280	16,110	0	0	8,890	5,280	16,110
Cur/Prog Services	47,712	6	2	4	7,643	4,868	9,030	0	619	7,952	4,868	9,494
Elem. Principals	323,453	13	8	5	22,818	22,764	22,904	3,070	5,738	24,881	24,683	25,119
Sec. Principals	357,756	12	12	0	28,231	28,231	0	2,712	0	29,813	29,813	0
Asst. Principals	0	0	0	0	0	0	0	0	0	ERR	0	0
Media Services	378,897	21	4	17	17,762	20,164	17,197	545	852	18,043	20,573	17,447
Guid. Services	328,331	16	11	5	19,185	19,111	19,350	3,236	487	20,521	20,875	19,740
Health Services	52,654	7	0	7	7,383	0	7,383	0	244	7,522	0	7,522
Elem. Teachers	6,037,155	345	71	274	17,179	18,240	16,904	1,488	876	17,499	18,995	17,112
Sec. Teachers	6,675,251	361	215	146	17,351	18,096	16,254	2,061	966	18,491	19,610	16,843
4 ACTIVITIES **												
District Admin.	$1,234,562	44	39	5	$27,491	$29,667	$10,446	$2,887	$619	$28,058	$30,269	$10,817
School Admin.	681,209	25	20	5	25,416	26,044	22,904	2,861	5,738	27,248	27,761	25,199
Student Services	759,882	44	15	29	16,628	19,391	15,199	2,339	552	17,270	20,795	15,447
Instruct. Service	12,712,406	706	286	420	17,267	18,132	16,678	1,954	928	18,006	19,457	17,019

* Average Extra Pay is calculated in each catagory by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT
FOR
FOUR ACTIVITY CLASSIFICATIONS IN FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

STUDENT MEMBERSHIP GROUPS	STUDENT MEMBERSHIP	Expend./per student = Total Salary divided by Student Membership	ACTIVITY CLASSIFICATIONS				
			DISTRICT ADMINISTRATION	SCHOOL ADMINISTRATION	STUDENT SERVICES	INSTRUCTIONAL SERVICES	ALL CERTIFIED ACTIVITY CLASSIFICATIONS
5000 + STUDENTS	94,146	Total Salary	$4,038,788	$7,315,688	$7,666,159	$96,221,864	$115,242,499
		Expend./per student	$43	$78	$81	$1,022	$1,224
2500-4999 STUDENTS	40,167	Total Salary	$2,134,081	$3,144,786	$2,934,237	$39,588,449	$47,801,553
		Expend./per student	$53	$78	$73	$986	$1,190
1000-2499 STUDENTS	47,070	Total Salary	$1,907,525	$4,097,968	$3,863,666	$47,570,677	$57,439,836
		Expend./per student	$41	$87	$82	$1,011	$1,220
500-999 STUDENTS	17,635	Total Salary	$1,073,394	$1,561,178	$1,475,193	$18,978,631	$23,088,396
		Expend./per student	$61	$89	$84	$1,076	$1,309
1-499 STUDENTS	9,651	Total Salary	$1,234,562	$681,209	$759,882	$12,712,406	$15,388,059
		Expend./per student	$128	$71	$79	$1,317	$1,594
TOTALS	208,669	Total Expend./per student	$50	$81	$80	$1,031	$1,241

NOTE: The total salary includes base salary and extra pay.

EXPERIENCE LEVELS OF CERTIFIED STAFF
FOR
FOR ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	FIRST YEAR (a)	2-5 YEARS (b)	6-10 YEARS (c)	11-15 YEARS (d)	16-20 YEARS (e)	21-30 YEARS (f)	31 + YEARS (g)	TOTAL STAFF (h)
22 ACTIVITIES								
Superintendent	0	0	6	13	18	48	22	107
Asst. Supt.	0	0	0	3	4	17	4	28
Director	0	4	12	12	14	13	7	62
Supv./Coord.	1	3	7	9	22	21	4	67
Cons./Spec.	1	6	5	11	13	7	2	45
Elem. Principals	0	1	25	57	72	79	20	254
Sec. Principals	0	2	5	38	33	70	16	164
Asst. Principals	0	0	13	17	26	29	7	92
Elem. Teachers	278	1,112	1,462	1,234	704	619	124	5,533
Sec. Teachers	256	848	1,127	1,125	832	708	140	5,036
Librarians	3	5	16	30	28	30	4	116
Counselors	2	8	34	57	73	64	20	258
Sch. Psychologist	1	20	25	15	12	16	6	95
Psych. Examiner	0	1	1	0	0	0	3	5
School Nurse	3	14	10	10	6	4	2	49
Sch. Social Worker	2	5	4	5	2	0	0	18
Sp./H Therapist	10	33	43	23	14	7	0	130
Head Teacher	0	0	2	1	2	1	0	6
Dean Boys/girls	0	0	1	0	1	0	0	2
Business Manager	0	1	0	1	1	3	1	7
Interns	0	1	2	1	1	2	0	7
Media Generalists	1	6	12	11	8	12	3	53
TOTALS	558	2,070	2,812	2,673	1,886	1,750	385	12,134
11 ACTIVITIES **								
Superintendent	0	0	6	13	18	48	22	107
Other dist. Admin	0	5	12	16	19	33	12	97
Cur/Prog Services	2	9	12	20	35	28	6	112
Elem. Principals	0	1	27	58	74	80	20	260
Sec. Principals	0	2	5	38	33	70	16	164
Asst. Principals	0	0	13	17	26	29	7	92
Media Services	4	11	28	41	36	42	7	169
Guid. Services	5	34	65	77	88	80	29	378
Health Services	13	47	53	33	20	11	2	179
Elem. Teachers	278	1,112	1,462	1,234	704	619	124	5,533
Sec. Teachers	256	848	1,127	1,125	832	708	140	5,036
4 ACTIVITIES **								
District Admin.	2	14	30	49	72	109	40	316
School Admin.	0	3	45	113	133	179	43	516
Student Services	22	92	146	151	144	133	38	726
Instruct. Service	534	1,960	2,589	2,359	1,536	1,327	264	10,569

NOTE: Experience shown in the table, includes total experience in education -- in-state, out-of-state, puplic and non-public school service.

** The 11 activity and 4 activity classifications do not include Interns.

AGE LEVEL OF CERTIFIED STAFF
FOR
ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	Under 21 YEAR (a)	21-25 YEARS (b)	26-30 YEARS (c)	31-35 YEARS (d)	36-40 YEARS (e)	41-45 YEARS (f)	46-50 YEARS (g)	51-55 YEARS (i)	56-60 YEARS (j)	Over 60 YEARS (k)	TOTAL STAFF (l)
22 ACTIVITIES											
Superintendent	0	0	0	2	11	16	31	23	18	6	107
Asst. Supt.	0	0	0	0	4	4	6	10	2	2	28
Director	0	0	8	4	17	12	4	7	8	2	62
Supv./Coord.	0	0	3	5	10	9	20	10	9	1	67
Cons./Spec.	0	1	0	8	13	9	9	1	3	1	45
Elem. Principals	0	0	1	24	51	63	55	26	28	6	254
Sec. Principals	0	0	2	11	34	33	34	28	18	4	164
Asst. Principals	0	0	1	13	24	16	16	14	6	2	92
Elem. Teachers	8	328	746	1,059	1,157	769	524	432	356	154	5,533
Sec. Teachers	3	206	585	902	1,165	884	544	371	273	103	5,036
Librarians	1	0	2	11	25	13	14	15	21	14	116
Counselors	1	0	3	26	56	56	40	32	30	14	258
Sch. Psychologist	0	0	9	13	19	16	19	11	6	2	95
Psych. Examiner	0	0	0	0	0	3	0	0	1	1	5
School Nurse	0	0	4	9	6	9	3	6	8	4	49
Sch. Social Worker	0	1	4	4	4	3	1	1	0	0	18
Sp./H Therapist	0	7	39	33	25	11	5	5	2	3	130
Head Teacher	0	0	0	1	1	1	1	1	1	0	6
Dean Boys/girls	0	0	0	0	1	1	0	0	0	0	2
Business Manager	0	0	1	0	1	0	2	2	1	0	7
Interns	0	0	2	0	0	2	2	1	0	0	7
Media Generalists	0	0	0	6	12	11	9	2	8	5	53
TOTALS	13	543	1,410	2,131	2,636	1,941	1,339	998	799	324	12,134
11 ACTIVITIES **											
Superintendent	0	0	0	2	11	16	31	23	18	6	107
Other dist. Admin.	0	0	9	4	22	16	12	63	11	4	141
Cur/Prog Services	0	1	3	13	23	18	29	87	12	2	188
Elem. Principals	0	0	1	25	52	64	56	198	29	6	431
Sec. Principals	0	0	2	11	34	33	34	114	18	4	250
Asst. Principals	0	0	1	13	24	16	16	70	6	2	148
Media Services	1	0	2	17	37	24	23	104	29	19	256
Guid. Services	1	1	16	43	80	79	60	280	37	17	614
Health Services	0	7	43	42	31	20	8	151	10	7	319
Elem. Teachers	8	328	746	1,059	1,157	769	524	4,591	356	154	9,692
Sec. Teachers	3	206	585	902	1,165	884	544	4,289	273	103	8,954
4 ACTIVITIES **											
District Admin.	0	1	12	19	56	50	72	53	41	12	316
School Admin.	0	0	4	49	110	113	106	69	53	12	516
Student Services	2	8	61	102	148	123	91	72	76	43	726
Instruct. Service	11	534	1,331	1,961	2,322	1,653	1,068	803	629	257	10,569

NOTE: The median age group for all certified employees is 36-40 years.

** The 11 activity and 4 activity classification groups do not include Interns.

EDUCATION LEVELS OF CERTIFIED STAFF
IN
22 ACTIVITY CLASSIFICATIONS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	NO DEGREE (a)	OTHER (b)	ASSOC. (c)	BA/BS (d)	MA/MS (e)	6-YEARS (f)	PhD/EdD (g)	TOTAL STAFF (h)
22 ACTIVITIES								
Superintendent	0	0	0	1	67	12	27	107
Asst. Supt.	0	0	0	0	20	3	5	28
Director	0	0	0	10	39	3	10	62
Supv./Coord.	0	0	1	18	43	2	3	67
Cons./Spec.	0	0	0	13	31	1	0	45
Elem. Principals	0	1	1	9	224	9	10	254
Sec. Principals	0	0	0	4	147	6	7	164
Asst. Principals	0	0	0	5	82	3	2	92
Elem. Teachers	0	0	11	4,607	905	4	6	5,533
Sec. Teachers	19	48	7	3,674	1,269	3	16	5,036
Librarians	0	0	1	90	25	0	0	116
Counselors	0	0	0	17	237	2	2	258
Sch. Psychologist	0	0	1	1	65	9	19	95
Psych. Examiner	0	0	0	0	4	1	0	5
School Nurse	1	20	8	16	4	0	0	49
Sch. Social Worker	0	0	0	0	18	0	0	18
Sp./H Therapist	0	0	0	7	121	0	2	130
Head Teacher	0	0	0	2	4	0	0	6
Dean Boys/girls	0	0	0	0	0	1	1	2
Business Manager	0	0	0	2	5	0	0	7
Interns	0	0	0	4	3	0	0	7
Media Generalists	0	0	0	39	14	0	0	53
TOTALS	20	69	30	8,519	3,327	59	110	12,134
PERCENTAGE	0.2%	0.6%	0.2%	70.2%	27.4%	0.5%	0.9%	100.0%

NOTE: Most of the personnel holding less than a bachelor's degree are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-professional, Provisional, State Elementary, or State High School certificate.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE
IN
22 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	BOISE STATE (a)	IDAHO STATE (b)	COLLEGE OF IDAHO (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON-IDAHO (f)	TOTAL EMPLOYEE (g)	% DEGREES RECEIVED IN IDAHO
22 ACTIVITIES								
Superintendent	2	11	7	37	0	50	107	53.27%
Asst. Supt.	1	2	4	7	0	14	28	50.00%
Director	1	12	3	13	1	32	62	48.39%
Supv./Coord.	2	8	4	18	4	31	67	53.73%
Cons./Spec.	9	4	1	10	3	18	45	60.00%
Elem. Principals	25	41	31	43	3	111	254	56.30%
Sec. Principals	3	26	23	50	2	60	164	63.41%
Asst. Principals	1	13	19	24	2	33	92	64.13%
Elem. Teachers	845	859	224	703	394	2,508	5,533	54.67%
Sec. Teachers	603	723	209	919	281	2,301	5,036	54.31%
Librarians	13	22	5	20	9	47	116	59.48%
Counselors	12	49	51	49	3	94	258	63.57%
Sch. Psychologist	1	15	4	21	2	52	95	45.26%
Psych. Examiner	0	2	0	1	0	2	5	60.00%
School Nurse	11	4	0	3	1	30	49	38.78%
Sch. Social Worker	0	0	0	0	0	18	18	0.00%
Sp./H Therapist	4	42	1	0	0	83	130	36.15%
Head Teacher	0	0	0	2	0	4	6	33.33%
Dean Boys/girls	0	1	0	0	0	1	2	50.00%
Business Manager	1	2	0	2	0	2	7	71.43%
Interns	0	2	0	1	1	3	7	57.14%
Media Generalists	6	9	1	8	3	26	53	50.94%
TOTALS	1,540	1,847	587	1,931	709	5,520	12,134	54.51%
PERCENTAGE	12.7%	15.2%	4.8%	15.9%	5.8%	45.5%	100.0%	
4 ACTIVITIES **								
District Admin.	16	39	19	87	8	147	316	53.48%
School Admin.	29	80	73	119	7	208	516	59.69%
Student Services	47	144	62	102	18	353	726	51.38%
Instruct. Service	1,448	1,582	433	1,622	675	4,809	10,569	54.50%

** The four activity classification group does not include interns.

CERTIFIED STAFF TURNOVER
FOR
FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

MEMBERSHIP GROUPS	TURNOVER STATEWIDE NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
DISTRICTS WITH (a)	NUMBER (d)+(f) (b)	PERCENT (b)/Sum of (b) (c)	NUMBER (d)	PERCENT (d)/(b) (e)	NUMBER (f)	PERCENT (g)/(b) (g)
5000 + STUDENTS	345	26.1%	116	33.6%	229	66.4%
2500-4999 STUDENTS	256	19.4%	81	31.6%	175	68.4%
1000-2499 STUDENTS	399	30.2%	150	37.6%	249	62.4%
500-999 STUDENTS	169	12.8%	83	49.1%	86	50.9%
1-499 STUDENTS	151	11.4%	62	41.1%	89	58.9%
TOTALS	1,320	100.0%	492	37.3%	828	62.7%

DISTRICTS WITH	LEAVING TO WORK IN IDAHO SCHOOL DISTRICT		LEAVING TO WORK IN OUT OF STATE SCHOOL		LEAVING PROFESSION		LEAVING TO RETURN TO SCHOOL		LEAVING DUE TO TRANSFER OF SPOUSE	
	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	36	10.4%	52	15.1%	105	30.4%	13	3.8%	17	4.9%
2500-4999 STUDENTS	48	18.8%	63	24.6%	51	19.9%	4	1.6%	27	10.5%
1000-2499 STUDENTS	81	20.3%	96	24.1%	70	17.5%	23	5.8%	33	8.3%
500-999 STUDENTS	41	24.3%	31	18.3%	41	24.3%	7	4.1%	13	7.7%
1-499 STUDENTS	55	36.4%	27	17.9%	34	22.5%	4	2.6%	9	6.0%
STATEWIDE	261	19.8%	269	20.4%	301	22.8%	51	3.9%	99	7.5%

DISTRICTS WITH	% LEAVING DUE TO RETIREMENT		DEATH		% LEAVE OF ABSENCE		TRANSFERED TO NON-CERTIFIED OR REDUCT. IN FORCE		TOTALS	
	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	75	21.7%	4	1.2%	43	12.5%	0	0.0%	345	100.0%
2500-4999 STUDENTS	35	13.7%	2	0.8%	23	9.0%	3	1.2%	256	100.0%
1000-2499 STUDENTS	58	14.5%	3	0.8%	27	6.8%	8	2.0%	399	100.0%
500-999 STUDENTS	20	11.8%	2	1.2%	5	3.0%	9	5.3%	169	100.0%
1-499 STUDENTS	10	6.6%	3	2.0%	2	1.3%	7	4.6%	151	100.0%
STATEWIDE	198	15.0%	14	1.1%	100	7.6%	27	2.0%	1,320	100.0%

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NONCERTIFIED STAFF TABLES

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ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

*** STATEWIDE SUMMARY ***

ACTIVITY	EMPLOYEES			F.T.E. **			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	21	7	14	11.4	3.8	7.6	$14,483	$17,278	$13,086	$12.73	$15.87	$11.16	$304,151
Nurse	15	0	15	4.9	0.0	4.9	6,807	0	6,807	8.77	0.00	8.77	102,106
Social Worker	1	0	1	0.1	0.0	0.1	3,820	0	3,820	10.60	0.00	10.60	3,820
Special Project Personnel	155	22	133	88.9	11.0	77.9	8,287	12,565	7,580	6.46	9.88	5.89	1,284,527
Clerk - Board of Trustees	93	6	87	46.2	2.0	44.2	9,616	10,524	9,553	9.27	19.08	8.59	894,274
Business Manager	18	12	6	16.8	11.6	5.2	26,259	31,368	16,040	12.98	15.33	8.27	472,660
Public Information	5	0	5	3.6	0.0	3.6	11,627	0	11,627	7.86	0.00	7.86	58,133
Office Clerical - District	326	5	321	253.1	4.1	249.0	11,604	12,912	11,584	6.76	6.88	6.76	3,783,035
Office Clerical - Elem.	301	0	301	170.4	0.0	170.4	7,942	0	7,942	6.05	0.00	6.05	2,390,628
Office Clerical - Sec.	348	1	347	232.0	0.6	231.4	9,593	5,419	9,605	6.32	3.90	6.33	3,338,289
Teacher Aide	1,805	33	1,772	863.3	14.5	848.8	5,377	5,137	5,381	4.98	5.28	4.97	9,704,819
Library Aide	238	4	234	120.1	2.3	117.8	6,336	8,404	6,300	5.45	6.33	5.44	1,507,887
Technical Services	33	32	1	30.3	29.7	0.6	15,410	15,508	9,975	8.27	8.29	7.50	508,538
Maintenance Supervisor	80	80	0	72.5	72.5	0.0	18,480	18,480	0	9.61	9.61	0.00	1,478,380
Maintenance Worker	247	244	3	225.2	222.6	2.6	14,987	15,017	12,554	7.76	7.77	6.57	3,701,823
Janitor, Custodian	1,238	841	397	984.7	724.8	259.9	10,364	11,327	8,323	5.98	6.14	5.63	12,830,278
Transportation Supervisor	78	74	4	54.3	52.3	2.0	14,747	14,987	10,299	9.42	9.51	7.78	1,150,228
Vehicle Operator	1,214	519	695	356.5	141.9	214.6	4,730	4,591	4,833	6.74	6.96	6.57	5,741,619
Attendence Officer	15	5	10	6.9	2.2	4.7	7,818	11,244	6,105	6.97	9.64	5.63	117,265
Other	112	43	69	64.8	34.0	30.8	9,856	15,241	6,500	7.16	8.77	6.16	1,103,885
Food Service - Supervisor	76	5	71	48.0	2.1	45.9	11,184	10,439	11,229	7.73	9.84	7.58	849,978
Food Service - Manager	231	0	231	118.4	0.0	118.4	6,881	0	6,881	6.01	0.00	6.01	1,589,491
Food Service - Cook	870	0	870	381.1	0.0	381.1	5,295	0	5,295	5.23	0.00	5.23	4,606,711
Food Service - Other	382	14	368	126.7	6.4	120.3	4,034	6,391	3,944	4.94	5.74	4.91	1,540,872
TOTALS	7,902	1,947	5,955	4,280.2	1,338.4	2,941.8	$7,474	$10,592	$6,455	$6.03	$7.10	$5.68	$59,063,397

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS
(10 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. AA			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	15	5	10	8.7	3.6	5.1	$15,936	$21,755	$13,027	$12.05	$13.32	$11.42	$239,044
Nurse	2	0	2	1.0	0.0	1.0	10,896	0	10,896	8.85	0.00	8.85	21,792
Social Worker	0	0	0	0.0	0.0	0.0	0	0	0	0.00	0.00	0.00	0
Special Project Personnel	109	10	99	67.8	7.4	60.4	8,839	19,609	7,751	6.20	12.20	5.59	963,475
Clerk - Board of Trustees	6	1	5	5.8	1.0	4.8	23,016	32,136	21,192	11.23	15.40	10.40	138,095
Business Manager	4	3	1	3.1	2.9	0.2	28,315	36,845	2,725	14.70	17.97	4.90	113,261
Public Information	4	0	4	2.6	0.0	2.6	10,503	0	10,503	7.90	0.00	7.90	42,013
Office Clerical - District	147	4	143	126.8	3.1	123.7	12,716	10,743	12,771	6.69	6.03	6.71	1,869,292
Office Clerical - Elem.	131	0	131	71.7	0.0	71.7	7,863	0	7,863	6.17	0.00	6.17	1,030,013
Office Clerical - Sec.	164	1	163	109.8	0.6	109.2	9,713	5,419	9,739	6.33	3.90	6.34	1,592,936
Teacher Aide	663	8	655	338.3	4.0	334.3	5,494	5,263	5,496	4.79	4.75	4.79	3,642,211
Library Aide	126	2	124	65.6	1.4	64.2	6,634	11,472	6,556	5.56	7.75	5.52	835,915
Technical Services	16	16	0	16.0	16.0	0.0	16,666	16,666	0	7.98	7.98	0.00	266,656
Maintenance Supervisor	14	14	0	13.8	13.8	0.0	26,035	26,035	0	12.60	12.60	0.00	364,484
Maintenance Worker	126	126	0	124.7	124.7	0.0	16,064	16,064	0	7.75	7.75	0.00	2,024,050
Janitor, Custodian	526	418	108	475.5	382.2	93.3	11,399	11,547	10,827	5.91	5.92	5.85	5,996,093
Transportation Supervisor	15	13	2	9.5	8.3	1.2	12,728	12,401	14,854	8.49	8.35	9.40	190,926
Vehicle Operator	333	121	212	131.3	45.3	86.0	5,780	5,743	5,800	6.20	6.43	6.07	1,924,581
Attendence Officer	4	2	2	2.8	1.4	1.4	15,177	20,565	9,788	9.68	13.05	6.30	60,706
Other	54	28	26	34.0	24.8	9.2	11,551	17,541	5,101	7.45	9.15	5.61	623,772
Food Service - Supervisor	12	2	10	8.2	0.9	7.3	16,108	10,098	17,311	9.97	8.40	10.28	193,301
Food Service - Manager	127	0	127	64.5	0.0	64.5	6,987	0	6,987	6.17	0.00	6.17	887,402
Food Service - Cook	251	0	251	114.8	0.0	114.8	5,610	0	5,610	5.33	0.00	5.33	1,408,235
Food Service - Other	278	7	271	95.7	4.0	91.7	4,276	9,018	4,154	5.06	6.44	5.02	1,188,754
TOTALS	3,127	781	2,346	1,892.0	645.4	1,246.6	$8,192	$12,183	$6,864	$5.89	$6.82	$5.58	$25,617,007

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

AA Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS
(11 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. AA			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	3	0	3	2.3	0.0	2.3	$15,746	$0	$15,746	$10.70	$0.00	$10.70	$47,239
Nurse	5	0	5	2.0	0.0	2.0	5,283	0	5,283	5.96	0.00	5.96	26,415
Social Worker	0	0	0	0.0	0.0	0.0	0	0	0	0.00	0.00	0.00	0
Special Project Personnel	22	4	18	14.2	3.0	11.2	8,467	12,964	7,468	5.78	7.53	5.39	186,279
Clerk - Board of Trustees	6	1	5	2.8	0.0	2.8	10,355	1,199	12,186	9.93	11.50	9.62	62,129
Business Manager	4	4	0	3.8	3.8	0.0	34,337	34	0	17.05	17.05	0.00	137,348
Public Information	1	0	1	1.0	0.0	1.0	16,120	0	16,120	7.70	0.00	7.70	16,120
Office Clerical - District	52	1	51	39.2	1.0	38.2	11,508	21,590	11,310	6.97	10.30	6.90	598,413
Office Clerical - Elem.	59	0	59	35.2	0.0	35.2	8,277	0	8,277	6.07	0.00	6.07	488,356
Office Clerical - Sec.	56	0	56	37.0	0.0	37.0	10,059	0	10,059	6.72	0.00	6.72	563,281
Teacher Aide	349	13	336	159.1	5.9	153.2	5,059	5,450	5,044	4.92	5.26	4.91	1,765,650
Library Aide	36	1	35	18.4	0.6	17.8	6,125	6,437	6,116	5.40	4.40	5.43	220,493
Technical Services	6	6	0	6.0	6.0	0.0	17,008	17,008	0	8.13	8.13	0.00	102,045
Maintenance Supervisor	12	12	0	12.1	12.1	0.0	20,924	20,924	0	9.93	9.93	0.00	251,082
Maintenance Worker	44	43	1	43.5	42.5	1.0	17,235	17,221	17,846	8.32	8.32	8.50	758,349
Janitor, Custodian	214	132	82	174.2	119.1	55.1	10,779	12,030	8,764	6.01	6.23	5.65	2,306,609
Transportation Supervisor	12	11	1	9.3	8.8	0.5	17,090	17,911	8,064	10.30	10.60	7.00	205,081
Vehicle Operator	199	80	119	55.6	21.7	33.9	4,292	4,272	4,306	6.23	6.22	6.23	854,200
Attendence Officer	3	0	3	1.7	0.0	1.7	6,756	0	6,756	5.43	0.00	5.43	20,269
Other	17	3	14	10.9	2.6	8.3	9,933	16,897	8,441	6.73	8.73	6.30	168,868
Food Service - Supervisor	7	0	7	5.6	0.0	5.6	13,955	0	13,955	7.90	0.00	7.90	97,686
Food Service - Manager	39	0	39	20.5	0.0	20.5	7,245	0	7,245	6.06	0.00	6.06	282,570
Food Service - Cook	225	0	225	94.4	0.0	94.4	5,095	0	5,095	5.26	0.00	5.26	1,146,442
Food Service - Other	21	5	16	7.6	2.3	5.3	4,004	4,992	3,695	4.72	5.04	4.62	84,081
TOTALS	1,392	316	1,076	756.4	229.4	527.0	$7,463	$11,346	$6,323	$5.91	$6.98	$5.59	$10,389,005

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

AA Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS
(28 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	2	1	1	0.3	0.1	0.2	$5,350	$5,000	$5,700	$11.25	$12.50	$10.00	$10,700
Nurse	3	0	3	1.0	0.0	1.0	8,605	0	8,605	10.20	0.00	10.20	25,816
Social Worker	1	0	1	0.1	0.0	0.1	3,820	0	3,820	10.60	0.00	10.60	3,820
Special Project Personnel	10	3	7	3.0	0.6	2.4	7,662	8,081	7,483	11.12	10.83	11.24	76,622
Clerk - Board of Trustees	13	0	13	9.3	0.0	9.3	14,806	0	14,806	9.82	0.00	9.82	192,476
Business Manager	8	4	4	8.0	4.0	4.0	22,841	27,134	18,548	10.93	12.98	8.88	182,728
Public information	0	0	0	0.0	0.0	0.0	0	0	0	0.00	0.00	0.00	0
Office Clerical - District	59	0	59	46.1	0.0	46.1	11,926	0	11,926	7.08	0.00	7.08	703,608
Office Clerical - Elem.	70	0	70	42.6	0.0	42.6	8,647	0	8,647	6.11	0.00	6.11	605,265
Office Clerical - Sec.	83	0	83	55.9	0.0	55.9	9,363	0	9,383	6.17	0.00	6.17	777,151
Teacher Aide	428	5	423	210.5	1.8	208.7	5,713	4,553	5,727	5.13	5.94	5.12	2,445,324
Library Aide	44	1	43	20.6	0.3	20.3	6,044	4,235	6,086	5.43	5.40	5.43	265,951
Technical Services	10	9	1	7.3	6.7	0.6	12,185	12,430	9,975	8.77	8.91	7.50	121,845
Maintenance Supervisor	24	24	0	22.4	22.4	0.0	17,942	17,942	0	9.19	9.19	0.00	430,612
Maintenance Worker	55	55	0	44.1	44.1	0.0	13,109	13,109	0	7.63	7.63	0.00	721,017
Janitor, Custodian	295	178	117	204.8	141.1	63.7	9,253	10,886	6,769	6.03	6.45	5.39	2,729,683
Transportation Supervisor	22	21	1	19.5	19.2	0.3	19,014	19,757	3,424	10.05	10.28	5.30	418,311
Vehicle Operator	395	181	214	102.7	45.1	57.6	4,468	4,441	4,490	7.07	7.39	6.79	1,764,666
Attendence Officer	2	0	2	0.7	0.0	0.7	3,804	0	3,804	4.70	0.00	4.70	7,607
Other	32	10	22	17.1	6.4	10.7	8,462	10,996	7,310	7.13	7.78	6.83	270,777
Food Service - Supervisor	26	3	23	17.2	1.2	16.0	11,801	10,833	11,927	8.08	10.80	7.73	306,820
Food Service - Manager	37	0	37	19.0	0.0	19.0	6,438	0	6,438	5.62	0.00	5.62	238,208
Food Service - Cook	229	0	229	102.7	0.0	102.7	5,352	0	5,352	5.17	0.00	5.17	1,225,538
Food Service - Other	33	1	32	9.8	0.0	9.8	3,315	360	3,408	4.56	5.00	4.55	109,411
TOTALS	1,881	496	1,385	964.7	293.0	671.7	$7,248	$9,531	$6,431	$6.22	$7.40	$5.79	$13,633,956

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F. T. E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS
(24 DISTRICTS)

ACTIVITY	EMPLOYEES			F. T. E. **			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	0	0	0	0.0	0.0	0.0	$0	$0	$0	$0.00	$0.00	$0.00	$0
Nurse	5	0	5	0.9	0.0	0.9	5,617	0	5,617	10.68	0.00	10.68	28,083
Social Worker	0	0	0	0.0	0.0	0.0	0	0	0	0.00	0.00	0.00	0
Special Project Personnel	6	3	3	1.0	0.0	1.0	3,266	881	5,651	6.95	6.90	7.00	19,597
Clerk - Board of Trustees	25	2	23	9.9	0.8	9.1	7,666	10,984	7,378	9.25	12.35	8.98	191,652
Business Manager	1	1	0	0.9	0.9	0.0	20,000	20,000	0	10.00	10.00	0.00	20,000
Public information	0	0	0	0.0	0.0	0.0	0	0	0	0.00	0.00	0.00	0
Office Clerical - District	29	0	29	18.1	0.0	18.1	9,358	0	9,358	6.40	0.00	6.40	271,385
Office Clerical - Elem.	25	0	25	13.6	0.0	13.6	7,177	0	7,177	5.66	0.00	5.66	179,436
Office Clerical - Sec.	33	0	33	22.2	0.0	22.2	9,209	0	9,209	6.10	0.00	6.10	303,901
Teacher Aide	225	5	220	95.9	1.6	94.3	4,982	4,094	5,002	5.12	5.70	5.11	1,120,883
Library Aide	21	0	21	11.3	0.0	11.3	6,280	0	6,280	5.16	0.00	5.16	131,870
Technical Services	1	1	0	1.0	1.0	0.0	17,992	17,992	0	8.60	8.60	0.00	17,992
Maintenance Supervisor	22	22	0	18.0	18.0	0.0	14,423	14,423	0	8.32	8.32	0.00	317,297
Maintenance Worker	10	9	1	5.5	4.5	1.0	8,359	7,770	13,666	6.54	6.54	6.50	83,593
Janitor, Custodian	115	67	48	74.0	47.8	26.2	8,877	10,134	7,121	6.11	6.42	5.67	1,020,821
Transportation Supervisor	19	19	0	11.9	11.9	0.0	13,309	13,309	0	9.31	9.31	0.00	252,872
Vehicle Operator	171	69	102	42.6	15.9	26.7	4,282	4,078	4,421	7.05	7.09	7.03	732,272
Attendence Officer	5	3	2	1.3	0.8	0.5	4,587	5,030	3,924	6.82	7.37	6.00	22,937
Other	4	0	4	1.7	0.0	1.7	5,715	0	5,715	5.58	0.00	5.58	22,860
Food Service - Supervisor	19	0	19	10.2	0.0	10.2	8,133	0	8,133	6.55	0.00	6.55	154,536
Food Service - Manager	17	0	17	8.6	0.0	8.6	6,240	0	6,240	5.56	0.00	5.56	106,086
Food Service - Cook	102	0	102	41.1	0.0	41.1	4,855	0	4,855	5.13	0.00	5.13	495,196
Food Service - Other	21	1	20	5.8	0.1	5.7	3,317	1,020	3,432	4.74	5.00	4.73	69,652
TOTALS	876	202	674	395.5	103.3	292.2	$6,350	$8,414	$5,732	$6.13	$7.22	$5.80	$5,562,921

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

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ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS
(43 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **			AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	1	1	0	0.1	0.1	0.0	$7,168	$7,168	$0	$32.00	$32.00	$0.00	$7,168
Nurse	0	0	0	0.0	0.0	0.0	0	0	0	0.00	0.00	0.00	0
Social Worker	0	0	0	0.0	0.0	0.0	0	0	0	0.00	0.00	0.00	0
Special Project Personnel	8	2	6	2.9	0.0	2.9	4,819	793	6,161	5.85	6.90	5.50	38,554
Clerk - Board of Trustees	43	2	41	18.4	0.2	18.2	7,207	3,920	7,368	8.74	31.45	7.63	309,922
Business Manager	1	0	1	1.0	0.0	1.0	19,323	0	19,323	9.20	0.00	9.20	19,323
Public Information	0	0	0	0.0	0.0	0.0	0	0	0	0.00	0.00	0.00	0
Office Clerical - District	39	0	39	22.9	0.0	22.9	8,727	0	8,727	6.55	0.00	6.55	340,337
Office Clerical - Elem.	16	0	16	7.3	0.0	7.3	5,472	0	5,472	5.44	0.00	5.44	87,558
Office Clerical - Sec.	12	0	12	7.1	0.0	7.1	8,418	0	8,418	6.14	0.00	6.14	101,020
Teacher Aide	140	2	138	59.5	1.2	58.3	5,220	6,669	5,199	5.30	4.90	5.30	730,751
Library Aide	11	0	11	4.2	0.0	4.2	4,878	0	4,878	5.14	0.00	5.14	53,658
Technical Services	0	0	0	0.0	0.0	0.0	0	0	0	0.00	0.00	0.00	0
Maintenance Supervisor	8	8	0	6.2	6.2	0.0	14,363	14,363	0	8.66	8.66	0.00	114,905
Maintenance Worker	12	11	1	7.4	6.8	0.6	9,568	9,879	6,149	7.35	7.59	4.70	114,814
Janitor, Custodian	88	46	42	56.2	34.6	21.6	8,830	10,754	6,724	6.01	6.33	5.65	777,072
Transportation Supervisor	10	10	0	4.1	4.1	0.0	8,304	8,304	0	8.59	8.59	0.00	83,038
Vehicle Operator	116	68	48	24.3	13.9	10.4	4,016	3,835	4,274	7.55	7.47	7.66	465,900
Attendence Officer	1	0	1	0.4	0.0	0.4	5,746	0	5,746	6.00	0.00	6.00	5,746
Other	5	2	3	1.1	0.2	0.9	3,522	1,785	4,679	7.00	8.40	6.07	17,608
Food Service - Supervisor	12	0	12	6.8	0.0	6.8	8,136	0	3,136	6.49	0.00	6.49	97,635
Food Service - Manager	11	0	11	5.8	0.0	5.8	6,839	0	6,839	6.03	0.00	6.03	75,225
Food Service - Cook	63	0	63	28.1	0.0	28.1	5,259	0	55,259	5.15	0.00	5.15	331,300
Food Service - Other	29	0	29	7.8	0.0	7.8	3,068	0	3,068	4.54	0.00	4.54	88,974
TOTALS	626	152	474	271.6	67.3	204.3	$6,167	$7,208	$5,833	$6.34	$7.72	$5.89	$3,860,508

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